G. R. S. 58]

Previous references.

1892-93

~~191~~ .

(Municipal)

File No. 4444 of

Serial Nos. 1 — 2

Later references.

Reot 115-1916-7)

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1 — 2

Major Part-B for September 1893.

SUBJECT.

Proposals with reference to pay, Control &c, of Taluk Midwives

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Sl. 1 — No: 4588 Dt 18.4.93 From The S. Surgeon.

Submits proposals with reference to pay &c, of taluk midwives

Sl. 2 — No: 4629-40 Dt 7/12.9.93 To The S Surgeon, D.C.'s & Presidents of L.7.55-93 and L.B. Boards, and The Comptroller.

passes orders as regards the pay of midwives in State, and the general Control to be exercised over

GPE—3,500—21-7-14

Indexed.

Shalbahan

SECTION Municipal

FILE NO. 1161/2, 99

SERIAL NO.

Note

This is a reference by the Senior Surgeon arising out of a Correspondence between him and the Deputy Com^r of Kolar in regard to the Spheres of duty to be assigned to two newly appointed Midwives in Gooribidnur and Mulbagal. The Dy Com^r limited the same to the municipal limits of the Taluk H^q of town pending any decision Govt might arrive at in regard to travelling allowances to midwives as a general question, while the Senior Surgeon was of opinion that their operations should not be so confined under any circumstances & this seems to be in accordance with the spirit of Govt orders issued from time to time in regard to the work of Midwives, who are appointed as a rule to Taluks & not to any particular towns. The Senior Surgeon has taken this opportunity of raising certain general questions in regard to the pay, travelling

in a Circular which he addressed to Dr Com^r is

allowance and control midwives throughout the ~~Local Board Dis~~ Province.

As regards pay Dr Megaw prefers a smaller pay than at present obtains, by a regulated system of payment by results where the number of cases treated by a midwife exceeds a certain prescribed minimum. At present the majority of midwives are paid Rs a month irrespective of the results they produce. This system offers no incentive to zeal on their parts & Dr Megaw observes that judged by the number of cases treated the work of midwives in general is not as satisfactory as is desirable. He proposes therefore that the fixed pay of midwives should be reduced to 12 Rs in Naidan and 15 Rs in the Malnad Talukas and that for each case treated by a midwife above a minimum prescribed by him she should be entitled to a payment of 12 as or 1 Rs according as Taluk in which the work is undertaken

1 The following is a summary of his proposals contained in the circular issued to Deputy Commissioners.

The minimum above referred to will ~~be fixed~~ vary with the population and average birth-rate of the Taluk in which a midwife is employed, 5 in the maidan and 4 in the malnad are the ~~for~~ minima who Dr. Mc Gann thinks can be conveniently adopted.

As regards fees chargable by midwives from the parties treated Dr. McGann is of opinion that the fixing of a scale of fees was a mistake & that it would be expedient to leave it to the sense of gratitude of patients to reward the midwives to the extent they think fit As regards travelling allowances to midwives when they travel out of H.Q. yes the Senior Surgeon says it was a mile in the case of maidan & 4 as in the case of malnad Taluks when the distance travelled is more than a mile from H.Q. yes.

As regards the system of dual Control exercised over midwives by Dr Lowes and the Senior Surgeon, the latter is of opinion that divided responsibility is

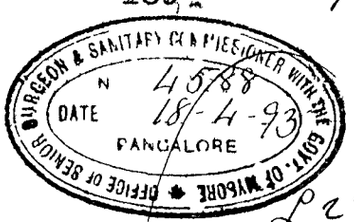
not Conducive
And that Midwives, nine
Hospital asst's, shall be
under his Control & and
them transfers, punishments
to dealt with by him as
the responsible head of the
Medical Dept in Consultation
with Deputy Commissioner.
These views Dr Megaw
has modified in his letter
to Govt dated 18/7/93 to the
extent that instead of
12 & 15 Rs as the fixed pay
of Midwives he now proposes
15, 18, 20 for Malabar,
Kanara Malnad & Malnad
Talooks & instead of 12as
and 1 Rs for Cases above
the minima fixed he
now proposes a uniform
rate of 8 as per Case, and
he leaves the travelling
Allowance to be fixed
by Govt at its discretion

Subd to Committee 25/8. JB.

(General Serial No. 30.)

189 11954

From



To 2227

The Chief Secretary to the Dewan of Mysore.

Dated

Despatched

Received 20/4

Enclosures No 1

General No.
No.

In reply to

SUBJECT

Submitting proposals with reference to pay, control &c, of taluq midwives.

1411 5-4

Dy 1-6.

Dr. Mrk
19/4

See Submitted for orders
DRJ

References (to be entered only in the Dewan's Office).

To the Same &c
4629-40 & 7/5/93
D 55-93

2 — 7

9

To

The Chief Secretary to the
Government of Mysore.

Sir,

I have the honor to forward herewith for orders of Government the marginally noted documents regarding the pay and control of taluk midwives.

In November last, I issued a circular letter to all Deputy Commissioners, stating my views on the subject making certain suggestions and asking for suggestions and opinions in return.

3. Copy of the circular letter referred to, is enclosed, as are the replies of the Deputy Commissioners both in original and also in a tabulated and abridged form, with annotations thereon, and these latter together with the circular letter put the question in a concise form

4. As regards control I would invite

attention to paras 9 and 10 of the circular letter above referred to, which express my views on the matter, which are entirely based on what I believe to be the interest of the public, and not on personal grounds.

5. I would also invite attention to this office letter No 511 dated 2 March 1891 to your address and to para 9 of the enclosure thereto which received the approval of Government in order thereon No. 1411B-24 Cir: 3005/18-3-1891 and to the docket hereunto enclosed of the Deputy Commissioner of Kolar as regards restricting the attendance of two midwives recently posted to Malbagal and Gowribidnore to cases occurring within municipal limits.

6. Further, there are at present, midwives in two, if not three districts, whom it would be desirable to move from their present stations and replace them if possible by others, but I have deferred taking any action in regard to them pending reference to Government on the general question.

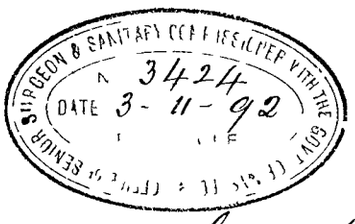
7 In my opinion it would be well

have the question of Control, pay and travelling allowances definitely settled.

8. As regards pay I am of opinion that three scales might be formed of Rs. 15/- 18/- and 20/- for the maidan, semi mulnad, and malnad, respectively classified in the same way as the charge allowances are to Hospital Assistants in charge of Local Fund Dispensaries, with eight annas extra for every case over five attended in a month by the two former and for every one over four attended by a midwife in the mulnad proper, these extras, together with whatever travelling allowances Government may be pleased to sanction, to be paid out of district funds and adjusted in the same way as diet charges for in-patients in local fund dispensaries are, which cause little trouble and are subject to check.

I have the honor to be,
Sir
Your most obedt. Servt

J. Sturrock
A. Surgeon, Mysore



Circular

The Deputy Commissioners
of Districts

Sir,

I have the honor to request the favour of Your opinion on the question of the pay of Dai[illegible] midwives with a view to framing some general rules on the subject.

2. The main points to be considered are in my opinion whether they should have fixed stipends of say Rs 20/ per mensem, same as the majority have now, irrespective of the amount of work they perform, or whether they should have smaller fixed salaries of Rs 12/ to Rs 15/ a month and let the remainder depend upon results.

3. The present system of giving them fixed salaries irrespective of results is not in my opinion conducive to zeal on their parts, judging from the small number of cases most of them have attended up to the, but in this connection it must be remembered

that the plan of employing these dhaimen and this many is new and the people are not accustomed to it and they perhaps cannot be blamed for adhering to the old custom of employing the uninstructed dhaee in preference to the new midwife, so that short work on the part of the latter may not be altogether her fault.

4 However that may be, I am inclined to think that payment by results to a certain extent should be adopted, and I would propose that the pay of midwives in the Maidan Talugs should be fixed at Rs 12/ a month and in the Malnad at Rs 15/ and that for every case attended over a certain minimum the former should get 12 annas and the latter one rupee, this minimum to be fixed in consideration of the population and average birth rates of the town in which the midwife resides and immediate surrounding Villages.

5. In the Madras Presidency it is I understand the custom when a midwife has not attended the minimum number of cases in a month of 4, 5 or 6 or whatever it may be to make a deduction from her pay of 8 annas for each case she may be short of that number, but as the scheme is still in its infancy in the Mysore State it is under not had time to develope [illegible] it is a matter for consideration whether a deduction or fine [illegible]

abeyance for the present with power to ex
it if it can in any case be shown that the un
-ness of the number of cases attended by the
midwife is due to some fault of hers.

6. I would suggest for consideration that
the minimum number might be five in la
towns and four in small one in the maidan
per mensem, and three in the mahad, but
on this I request the favour of expression of
Your opinion.

7 As regards fees chargeable by midwi
ere was a scale framed some time ago, a spe
ip enclosed, after consultation with some
the Civil Surgeons but on reconsideration
I am inclined to think it would be well to
out this and leave them dependent on the
atitude of their patients for remuneration,
empowering them to demand fees may
nd to render them unpopular and deter po
ople from availing themselves of their
rvices, and so defeat the object of Govern
ent in employing them.

8 If then they are not entitled to fees they
ould be entitled to travelling allowance,
y three annas a mile in the maidan,
nd four in the mahad, when they going
istance over a mile from the town in whic
ey are stationed.

9 There is finally the question of contro
eneral management of this new depart
ent on which I request expression of Your
opinion. As matters stand at present they
are

III The fees payable to the nurse by the public for attendance, which she in her capacity as midwife shall render them, shall be somewhat as follows :—

(a) Well-to-do people —
(1) Natural labor ... Rs. 2 (Two) or equivalent in kind
(2) Difficult labor ... " 5 (Five) " "

(b) Big shop-keepers :—
(1) Natural labor ... " 2 (Two) " "
(2) Difficult labor ... " 5 (Five) " "

(c) Small shop-keepers :—
(1) Natural labor ... " 1 (One) " "
(2) Difficult labor ... " 2 (Two) " "

(d) Poor ryots, artizans, coolies &c. (Nil)

(e) For an ordinary visit including, of course, any little help given, annas two to eight according to the position of the patient as above defined

are partly under the Deputy Commissioner and partly under the Senior Surgeon to Govt, and this dual control means divided authority and responsibility which is unsatisfactory, and liable to be a hindrance to dealing quickly and decisively with cases as they arise, such as the necessity for fining, or dismissing, or transferring a midwife from one taluq or district to another, or bringing her into head quarters to be kept under observation or for further training at a Maternity &c, and one move means a rule two, as the person moved must be replaced by another.

10. At present there must be some correspondence to begin with and both the officials above mentioned must agree before anything can be done to a peccant midwife, or if transfer to another district is necessary three must agree, and the result is likely to be that things will be allowed to slide. They ought therefore in my opinion be under either one or the other. If as they are paid from local funds, Deputy Commissioners consider that they ought be entirely under them, and Gavernment approve I shall of course not object, but I do not think the thing would work well for many reasons even though it might relieve me of trouble.

11. In my opinion they should be under the Senior Surgeon, same as Hospital Assistants are, and he would deal with them

in Consultation with Deputy Commissioners.

12. The latter would be kept informed regarding their work by the Amildars, and the former by the Hospital Assistants, and their monthly returns of cases attended be countersigned by the Amildars who would make such remarks on them as may be necessary before they are transmitted to me through the Hospital Assistants.

13. I request the favour of an early reply.

I have &c
Sd/ J J Melgaun

Brigade Surgeon-Lt-Colonel
Senr Surgeon & Sec to Comr Mysore Govt

"True copy"

Sd/ Spence

Brigade Surgeon-Lt-Colonel
Senr Surgeon & Sec to Comr Mysore Govt

Deputy Commissioner's office
Tumkur District 92

No. 745 Tumkur 7th November 1892.

To. Encl: 1 letter

The Senior Surgeon
and Sanitary Commissioner
with the Government of Mysore

Sir

With reference to your Circular No. 3425 of the 3rd Instant, I have the honor to state as follows.

2. If competent midwives can be had for 12 or 15 Rupees a month those rates may, by all means, be adopted.

3. As the introduction of midwives is somewhat of recent date, all may not be willing to avail themselves of their services. I therefore think that the system of fining for the smallness of the number of cases dealt with may, for the present, be kept in abeyance. Any wilful refusal to take up a case on

be dealt with when the same is brought to your notice either by the medical or the Revenue Officers.

4. I agree with you in thinking that no fee need be prescribed for attendances by midwives - As the District Funds pay them, they should, I think, take up cases free of charge in the places where they are located. But if they have to go to places other than the Head Quarters, the persons wanting them should afford them conveyance to and fro and also feed them while they are under their roof. The matter of remuneration may, I think, be left entirely to the good will of the patients.

5. With regard to the Control over the midwives I think that it ought to remain with you. It is sufficient if they are told that they should take up the cases mentioned by the Local Revenue Officers. Any neglect or refusal on their part will be brought to your notice.

I have the honor to be
Sir
Your Most obedient Servant.

Deputy Commissioner I Dt

Ex 582

Encl

12 Deputy Commissioner's Office
Hassan District
Dated 18th December 1892.

From Ex to H. 1

To
P. N. Purnaiya Esqre
Deputy Commissioner
Hassan District

To,
The Senior Surgeon
and Sanitary Commissioner
with the Govt of Mysore

Sir,

2/11/92

Adverting to your Circular letter No 3429 dated 3rd Instant, I have the honor to state in reply that I myself think that usually the appointment and punishment of the Midwives should rest with the Senior Surgeon and Sanitary Commissioner, under the immediate Supervision and direction of the District Surgeon or Medical officer. But the Local Boards should be at liberty to take cognisance of any defect coming within their

knowledge in the work of any midwife or Medical Sub-ordinate paid partly or wholly by the Local Board and to move the Senior Surgeon for needful action and notice being taken for reasons to be stated.

I have called upon the Auditors to submit the opinion of the Municipal members of each Taluk Municipality in the matter and will address a further Communication on the subject.

I have the honor to be
Sir
Your most Obt. Servt.

M. Krishnaya

Deputy Commissioner
Hassan District

M

1955

Dy Commissioners Office
Shimoga District.

24th November 1892.

Camp Tirthalli.

To. The Senior Surgeon and
Sanitary Commissioner
with the Govt of Mys

Sir,

In reply to your circular No. 3428 of the 3d Instant, I have the honor to state as follows.

2 of the ar. 2. I am in favor of fixed Stipends of Rs. 20 a month in Malnad, and Rs. 15 in Maidan, irrespective of the amount of work they perform.

Paras 3 and 4. 3. I do not object to a fair trial being given to your proposal in the latter para.

Paras 5 and 6. 4. I am not at all in favor of

of any such deduction. If a midwife fails in her duty, she may be punished in usual manner by fine, Suspension, transfer or dismissal.

5. I Concur in your views. Para 7.

6. They may be paid the travelling allowance proposed. Para 8.

7. I am in accord with your views. Paras 9 to 12.

I have the honor to be
Sir
Your most obedient Servant

Khan Bahadur

Dy Commissioner.
Shimoga District

No. 690 ene 2

Deputy Comm'rs Office
Kadur District

Dated, Chikmagalur 30 November

From

The Deputy Commissioner
Kadur District

To

The Senior Surgeon and
Sanitary Commissioner
with the Govt of Mysore

Sir.

With reference to your Circular letter No. 3431 of the 3d Instant, on the question of the pay &c of Taluk Midwives, I have the honor to state as follows.-

I am of opinion that the ~ salaries should be fixed at Rs 12/- rising to Rs 17/- in the Maidan ~ and Rs 15/ rising to Rs 20/- in the Malnad I am in favor of a limit being given of, say 5 pairs in large towns, 4 in the ~ Maidan and 3 in the Malnad to be increased hereafter when the Services become more popular, and in the meantime a light fine

of 4 annas per head short of the limit to be deducted from the midwifes pay.

I would also advocate a reward of 8 annas per head for every case in excess of the limit and a bonus at the end of the year to the midwife who could show best results.

I quite concur with your proposal (para 7) to leave to the patients themselves, for the present, the option of — having fees for the attendance of these midwives. I also agree that that they should be paid mileage at annas 3 per mile in Maidan and at annas 4 in Mahal to enable them to meet the costs incidental to travelling (para 8).

As regards the question of control or general management of this new Department, adverted to in paras 9, 10, 11, 12 of your letter, I quite — understand the necessity of the — Senior Surgeon having it directly under

www, and the arrangement proposed in the said paras may safely be followed.

I have enclosed herein in ~ original for kind perusal and return, the reports of the Amildars of Tarikere and Chikmagalur, giving their opinions on the Subject.

I have the honor to be
Sir
Your most obedient Servant.

H H Stevens
Deputy Commissioner
Kadur District

Copd
H.K.

Bruce
e/o. 1222.

9/11/19

Asst Sy. 11. 92

14

Dharwar 25th November

Memo

Respectfully Submitted

I have been favored with a copy of the Senior Surgeons Circular dy Comm's Letter no 3431 of 3rd instant for Memo No 349 14 11 1892 expression of my opinion & report in English, on the question of pay & of Midwives.

2 In place of fixed Salaries of 12 Rs per mensem in Dharwar and 15 in Mahratta, I would beg leave to suggest, the Midwives be of three different grades, viz, 1st grade on ~~Rs~~ 20/- 2nd on ~~Rs~~ 15/- and 3rd on ~~Rs~~ 12/- plus 2 or 3 Rupees allowances for a Mahratta Salaries as is the case with Hospital Apprentices for in fixing the pay at one uniform rate, the Government would find it difficult to appreciate on demand good service and experience in this useful class

4 demands Besides it, higher
grade would be an incentive
for better work to those who
begin their lives in this profession.
Of course the 1st grade will
be limitted to about half a
dozen in the province

3 I quite agree that the
midwives should be paid
when they attend cases over
a minimum. A fee of 1 Rupee
for all such cases is not too
much. For this Taluk I
would propose six c/s. the min-
imum per month Although
there are over 7000 Christian Parishes
besides the rural population
of the surrounding villages
the practice of calling in the
aid of trained midwives
being a novelty in these parts
I would not go beyond that
number for the minimum

4. Unlike as in the Madras
Presidency a reduction in
fixed pay for attending less
number of cases than the

minimum would go hand with the Residency. They may have no power at all for mischief owing to the general cruelty of — I mark my antipathy against — the System

5 Payments of fees should entirely be left to the good will of the people I think. It is no use making laws and fast rule about it. Even in the long standing Regal and Medical professions I am aware that both the public and the officers concerned do not strictly adhere to rates fixed by Government. I would say nothing in any Bill about fees, till the System is more popular.

6. Of course granting travelling allowance is a necessity. The rates proposed by the Senior Surgeon

para 8 may be adopted

Slight alteration - i e - and 2 and 3 annas respectively - in Maidan and Mahmand Taluks for distances of above 5 miles."

7 Dual control is always objectionable for more reasons than one Since the appointment is made by the Senior Surgeon the transfer and other changes as well as the general control may as well be left to that officer. This service is more akin to the medical profession of which the Senior Surgeon is at the Head —

H Crichton Major I/c Civil Dept

29-11-92

To the Sanitary Commissioner with the Govt. of Bengal

582

Medical

Read 30

With reference to civil letter No. 13431 R 3a November 92 from the Senior Surgeon, relating to midwives I beg to submit as follows:—

2. As regards the pay of I am in favor of the proposal in para 4 of the letter, viz, that it shd be fixed at Rs. 12 a month in the Maidan & Rs. 15 in the Mufussil and that for every case attended over a certain minimum, the Maidan midwife shd get 12 annas & the Mufussil one, Rupee one - This minimum I wd fix at 6 cases per month.

3. I wd not fix a minimum for cases in the case of a midwife shd. be bound to show attendance, before she could be permitted to draw the fee pay assigned to her. It is clear, as explained by the Civil Surgeon, that the work on the part of a midwife does not necessarily mean her own exertion - by or apathy - Indeed I can see....

no reason to apprehend that she wd be either wilfully inactive or apathetic, especially when the prospect is held out to her of increased emoluments, dependent on the increased work to be shewn by her—

4. In connection with this ~~sub~~ subject, a question wd probably arise as to whether there shd be a limit to the number of cases beyond the minimum, in wh, as the result of attendance on her part, a fee of 12 annas or 1 Rupee per case (according as the place is mafussil or inland) wd be due to her from Govt— I think a rule might be laid down to say that the fee she wd be allowed to claim from Govt under the arrangement proposed, shd under no circumstances exceed her fixed monthly pay—

5. As regards fees payable to a midwife by patients for attendance in private residences, I think the time has not yet arrived when it wd be necessary for the Govt to lay down a rule— It wd be better for the present, as suggested by the Senior Inspectress, to leave the question of remuneration [illegible] to the discretion of

individual patients.

6. Whether a midwife receives any fee from her patients or not, it is necessary that she shd be authorized to claim a travelling allowance, and I quite admit the fairness of the rates proposed to be prescribed in this matter.

7. As regards the question of subordination of midwives, I concur in the opinion that they shd be under the exclusive control of the Senior Surgeon - A midwife is so constantly in need of professional instruction & direction in carrying on her work that it is very important that her position shd be such as to assure her of the unfailing sympathy & help of the local medical officers & subordinates - Any arrangement which wd place her to a degree, however small, under the control of a Poor Law Committee, wd cause her to be looked upon by members of the medical Department, as being outside their Department, who might be called upon to deal with Poor Law cases in their practice

sympathy, she is so essential to the efficient & successful performance of her duties - It is necessary however that the local Executive Officers, such as Dy: Commrs & Anildars, who come in daily contact with the public & the masses, among whom a midwife works, shd have an opportunity of noticing her work in order to judge how far she is appreciated by them, and of pronouncing an opinion upon her, whether favorable or otherwise - If the monthly returns of midwives are to be countersigned by Anildars before they are submitted to the Senior Surgeon, that will give them the required opportunity; and when such action is called for by the circumstances of the case, they may submit, for the consideration & orders of the Senior Surgeon, their recommendations Dy: Commrs for any reward or punishment of midwives —

Financial Secretary
Accountant

Chief Secretary
to Government

Deputy Commissioner's
Office
Bangalore District
5th December 1892

No 1472

To The Senior Surgeon with
the Government of
Mysore

Sir, In reply to your letter
no: 3424 of the 3rd November 1892, I
have the honor to State my views
freely as follows:—

2. In the first place I do not
approve of the present arrangement
in Vogue in this district of attaching
one mudrufe to two Talukes I
would not even attach a mudrufe
to one Taluk, as a Whole — Midwives,
in my Opinion, Should be appointed

appointed for — compact centres
of population, i.e, towns like
the Head Quarter Stations of Talukas.
If there should come a call from
outside such towns, there should
be no objection to meeting it; but
the Local medical Officer, under
whom the midwife may have to
work, should decide whether the
latter might, or might not, be sent
with due regard to Local require-
ments and the necessity for the
call

3. Your Suggestions contained
in paragraphs 3, 4, 5 and 7 have
my full approval and support

4. As regards paragraph 6,
I am unable to give any definite

as it is difficult to pres
-cribe a minimum for Such
areas, as two Taluks - If the
practice is altered and midwives
are attached to particular towns,
I shall be able to prescribe a
minimum for Each town -

5 Paragraph 8 - Within the town
I would not give any allowance
but beyond the town, the midwife
should get her travelling Expense
It is reasonable to Expect a person
applying for her Services to bear
this Expense, but for the present,
I would pay it from the Local
Funds - The travelling allowance I
would restrict to 2 annas a mile
for journeys to and fro and if
She is required under orders

of the Local medical Officer to halt,
to batta, in addition, to 4as a day-

6. As regards the question of control
I do not quite see how the dual
arrangement can be got rid of-
How could they be entirely under
the Senior Surgeon, or under the
Deputy Commissioner?- You yourself
seem to recognise the difficulty,
as you say you would act in consul-
-tation with the Deputy Commissioner.
I think what is in force in Madras,
meets the case fairly well. Medical
Subordinates paid from the Local
Funds are under the President
whom we call Deputy Commissioner
here. But this Officer is bound
to consult the Local head of the
medical department but not

bound by the opinion of the latter

In ——— , case of any difference

the matter is reported to the

Government - In practice however

there seldom arises any difference

The Senior Surgeon in Mysore —

seldom has an opportunity of touring

through outlying parts of a District,

his means of Supervision are

very limited - The Deputy Commr

-Ssioner is often out in the District

and has more opportunities of

Supervision - If medical subor-

-dinates and midwives are placed

altogether under the Senior Surgeon

the former class of Subordinates will

go almost entirely without any Super

-vision, Except what is possible

by means of periodical returns, &c

and the midwives will be left practically under the control of the Hospital assistants. The Deputy Commissioner without power of punishment would hardly care to interest himself in the Super-vision as, when the Subordinates know that the Deputy Commissioner has no power of punishment, they naturally try to be independent of him and he would not care to interfere at the possible risk of his recommendations not being accepted by the Senior Surgeon, which would tend to lower his prestige in the

Eyes

Eyes of our Subordinates - 31

I have the honor to be

Sir

Your most obedient Servant

[signature]

for Deputy Commissioner

Dpho 2884
7/12/92

No 619: Ee: 720 110

Deputy Commissioner's Office
Chitaldroog District
Dated 10th December 1892.

To

The Senior Surgeon
and Sanitary Commissioner
with the Government of Mysore

Sir,

With reference to your letter No. 3430 dated 3d Ultimo, calling for my opinion on the question of the pay of Midwives for learning some general rules on the subject, I have the honor to state that the Amildars and other Members of the District Fund Board having been consulted on the subject at the Meeting held on the 5th Instant, they were of opinion

(1) That the pay of each Midwife be fixed at Rs: 12/- per mensem

(2) That the minimum number -

of cases that should be
attended to by each mid-
-wife be 5 in the case of
Chilāldeoog and Jagalūr,
6 in the case of Davanagere
and Harihar, and 4 in
the case of Shimoga, Chella-
-kere and Molakalmuru.

(3) That in case where the number
exceeds the minimum, an
allowance of annas 12 be
paid for every such case.

(4) That they may be allowed
travelling allowance of
1½ anna per mile when they
go any distance over a mile
from the town in which
they may be stationed.

(5) That they may be under
the direct control of the
Senior Surgeon who should
deal

deal with them in Consultation with the Deputy Commissioner

2. At three are at present employed in this District on Rs:20/- each, the Members are of opinion that with the Saving effected by the reduction of three two more should be employed and that they should be distributed as follows:

1 For Chitaldroog and Jagalúr.
1 " Davanagere & Honnihar.
1 " Holal Kere and Hosadurg.
1 " Hiriyúr.
1 " Chellakere and Molkalmuru.

3. In Conclusion I beg to state that the above suggestions may be advantageously adopted.

I have the honor to be
Sir
Your most obedient Servant
C. Sreekantaradhya
for Offg: Deputy Commissioner
Chitaldroog District

C.D.

x 1. For Chitaldroog Jagalúr & Hiriyúr
1 " Davanagere and Honnihar
1 " Chellakere, Molkalmuru and Hiriyúr

35 7

No 1766

Rev-to 8.1

Deputy Commissioner's Office,
Mysore District,
Dated Mysore 14/15 December 1892

From,

A Rangaswami Iyengar Esq.
Deputy Commissioner

To,

The Senior Surgeon and Sanitary Com
Mysore Government

Sir,

I have the honor to acknowledge your Circular letter No 3427 dated 30 November 1892, regarding the question of pay of Taluk midwives and of their control

2 I beg to state in reply that it is desirable to give them a fixed pay and in addition to allow them a small fee for cases which they have treated over and above fixed maximum In this way they will have an incentive to make themselves popular with the people among whom they are working so as to make their services sought in confinement and other cases.

3. There may be two classes of midwives according to service on a fixed pay of Rs

12 and 15 respectively. No separate classes on higher pay need be maintained for the Malnad as it will affect transfers from Malnad to Maidan but a local allowance of Rs 3 & 5 may be granted to Nurses of the 2d. and 1st grade respectively when employed in Malnad. It will be a wholesome rule to fix also a minimum number of cases for each midwife so that when her work falls below this she can be called upon for an explanation and be subjected to a fine at the discretion of the Senior Surgeon. As the percentage of child births varies in the different months, I would fix this minimum annually rather than monthly. I would say that a mid-wife should be able to score without any difficulty not less than 60 cases per annum in the Maidan and 50 in the Malnad, and that an ordinary one should be able to show about 100 cases in the Maidan and 80 in the Malnad respectively. Whenever the results of her work fall below the minimum she may be subjected to a retrenchment in pay at the rate of 4 annas for every case that may be less, at the

discretion of the Senor Surgeon, while for every case in excess of the maximum she may be allowed an honorarium of 12 Annas both for Malnad and Maidan. I make no distinction in this respect between Malnad and Maidan as a higher rate of travelling allowance will compensate for the difficulties attending the practice in the Malnad. For every journey to a place beyond a radius of 2 miles from her station a mileage may be allowed at the rate of 2 Annas for the Maidan and 4 Annas for the Malnad

4. I agree with you in thinking that the time is not yet ripe for making payment of fees compulsory. But I may assure you that in almost every case attended by a mid-wife she is certain of receiving some fee in money or kind though it is quite possible that many of the well-to-do families among the community may pay less than they ought to

5. I would recommend that the mid wives be placed under the control of

of the Presidents of the Local Fund Boards. This is not only right in principle in as much as they are paid from Local Funds but it is desirable to secure their efficiency and to induce them to be more considerate than they would otherwise be to the people among whom they are working. The Senior Surgeon will, whether they be under his direct control or not, always have correct information of their working and be in a position to fine or degrade them for professional inefficiency or misconduct, the Presidents having the like powers in cases of absence without leave, inattention to work or disrespect to people. As regards transfers the Presidents of the L. F. Boards should have the power to make transfers within their local jurisdiction. If the transfer of any midwife to another District is considered necessary, it is desirable to allow the Presidents a voice so as to give them an opportunity of keeping a hard working and popular midwife

in their own District There is an additional reason for this proposal in that the Presidents of the Local Fund Boards will directly and also through their Amildars have greater opportunities of watching over the work done by the midwives than the Senior Surgeon can have from the Medical reports of the Civil Surgeons and the Hospital Assistants.

I have the honor to be,
Sir,
Your most obedt Servant,

A Langmuir
Deputy Commissioner,
Mysore District

MM

(3)

From The Deputy Commissioner
Bangalore District

No 1832 Ex-68-1 2nd January 1893

To The Senior Surgeon in
Mysore

Sir, In continuation of my letter
No 1472 of 5th December I have the
honor to request that you may be
so good as to inform me at an
early date as to what has been
done with regard to my proposal
in the letter above referred to
about the remuneration and
location of midwives. I shall
be early reply as the Budget
meeting

meeting is to be held next month

I have the honor to be

Sir

Your most obedient servant

M Ramaji Rao

for Dy. Commissioner

Asst

From

The Deputy Commissioner
Kolar District.

To The Assistant Surgeon
Kolar District

Dated 14/16 th January 1893

Genl No 2120/1380

Has the honor to inform that the two midwifery pupils Dareas and Thanjammah having passed their examinations at Madras and obtained their diplomas, they have been respectively posted to Mulbagal and Gori-chedrone for duty and will be attached to the Local Fund Dispensaries at those stations as is the case elsewhere in the District.

2 These midwives will for the present attend labour cases within the municipal limits of the Talooks to which they have been posted

Sd/ K S Doraswamy Iyer

"True copy" for Deputy Commr
Sd/ G G Korouha
Asstt Surgeon
Kolar

From

The Assistant Surgeon
Kolar

To

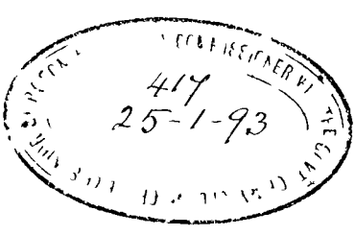
The offg. Senior Surgeon &
Sanitary Commissioner Mg
Bangalore

Dated 19th January 1893

No 16

Has the honor to forward for his information copy of Deputy Commissioner's letter No 2120/1380 dated 14th January 1893 informing that two midwives have been appointed one for Mulbagal and one for Gauribidnore and restricting the sphere of their work to the Municipal limits of the Taluqs to which they have been appointed

Sd/ G G. Noronha
Asst Surgeon



To

The Deputy Commissioner
Kolar District

His No 2120/1380 of 14th instant to the Asstt Surgeon Kolar Distt

With reference to para 2 of the above, has the honor to observe that the sphere of usefulness

of the medicines referred to should not be restricted within the municipal limits of the Talugs to which they have been posted.

2 The undersigned would suggest their services being utilized throughout their respective Talugs same as medicines employed in other Talugs

Lol P H. Benson R B
off Dy. Surgeon Mrs
Mysore Govt

From

The Deputy Commissioner
Kolar District

To

The Senior Surgeon and
Sanitary Commissioner with the
Government of Mysore

Dated 1/3 February 1893

Gen No 2375/1548

His docket No 417 dated the 25th Ultimo suggesting that the services of the marginally noted medicines be utilized throughout the Talugs to which they are attached.

a- was posted to Mulbagal
Kanyammah - do -
Gowribidnore

In reply, has the honor to state that pending the settlement of the general question of paying travelling allowances to medical

re erred-

referred to in this office letter No 2153/1403 dated the 14th January 1893 to the address of the Revenue Surveyor it was thought advisable to restrict the work of the midwives under allusion to labor cases within the Municipal limits of the Taluq to which they have been posted

Sd/- C Madhiah
Deputy Commr

To

The Deputy Commissioner
Kolar Distt

His docket No 2375/1548 dated 1st February 1893

With reference to the above, has the honor to inquire if the undersigned is to understand that the work of the midwives referred to is to be restricted to the head quarter towns of Mulbagal and Goribidnore or if they are to be allowed to labour cases throughout these Talugs.

Favour of an early reply is requested

Sd/ T. J. McGann
Senior Surgeon
Mysore Govt.

46

Deputy Commissioner's Office
Kolar District,

No. 2153/1403

Dated the 16th January/1893
18c.

To

The Senior Surgeon & Sanitary
Commissioner with the Government
of Mysore.

Sir,

With reference to your letter Circular No: 3426 dated the 3rd November 1892 requesting my opinion on the question of the pay &c. of Taluk midwives with a view to framing some general rules on the subject, I have the honor to state that barring special cases governed by exceptional circumstances, the pay of a midwife should I think be ordinarily fixed at Rupees (15) per mensem, it being difficult to procure a competant woman to serve for anything less as she may have a family to maintain which she would be unable to do with a smaller pay.

2. The midwife may be paid an allowance of 12 annas for every case attended by her

in excess of a monthly minimum of 4 and this extra remuneration should be subject to a maximum of Rupees 5 a month

3. It would be undesirable to give the midwives any right to demand fees from the patients attended by them as such a course may tend to demoralize the former and prevent this branch of the medical service from popularizing itself. The matter may well be left to the patients themselves who may at their option reward the midwives according to the value of the help received by them.

4 A midwife may be paid a mileage of 2 annas when she has to travel over 5 miles from her head quarters to attend cases in the outlying villages.

5 Now, as regards the control or general management of the department of midwifery, I would beg to suggest that it be placed entirely under the orders of the Deputy Commissioner and that the subordination of the midwives to the District medical officer be confined to matters requiring professional

advice

advice or instructions which should except in urgent cases be communicated through this office which should also be furnished with a copy of the instructions issued direct to the midwives: the Hospital Assistants being directed to attend to urgent calls when the midwives require their aid in difficult labor cases.

6. The appointment and dismissal of midwives ought in my opinion to rest with the Deputy Commissioner as the President of the Local Funds from which they are paid, the appointments being however subject to your approval. Thus their position would be similar to that of vaccinators.

7 Leave for short periods not exceeding 3 days may when necessary be granted to the midwives by their respective Amildars or Deputy Amildars and applications for longer leave will be dealt with by this office.

8 Each midwife may be required to

keep

keep a diary of the work performed by her and send a weekly extract therefrom to the Amildar or Deputy Amildar who will in his turn send it up to this Office with his remarks on the state of the work done by the mid-wife. All important matters brought to notice will be duly communicated to you and your instructions sought whenever necessary. Monthly returns of Cases attended being forwarded to you on receipt from Amildars.

I have the honor to be,

Sir,

Your most obedient Servant,

for Deputy Commissioner,
Kolar District.

Dy No 3194
19/1/93

From

The Deputy Commissioner
Kolar District

To The Senior Surgeon and
Sanitary Commissioner
with the Govt of Mysore

Dated 13th/15 March 1893

Gen. No 2767/1807

His docket No 4248 dated the 4th instt.

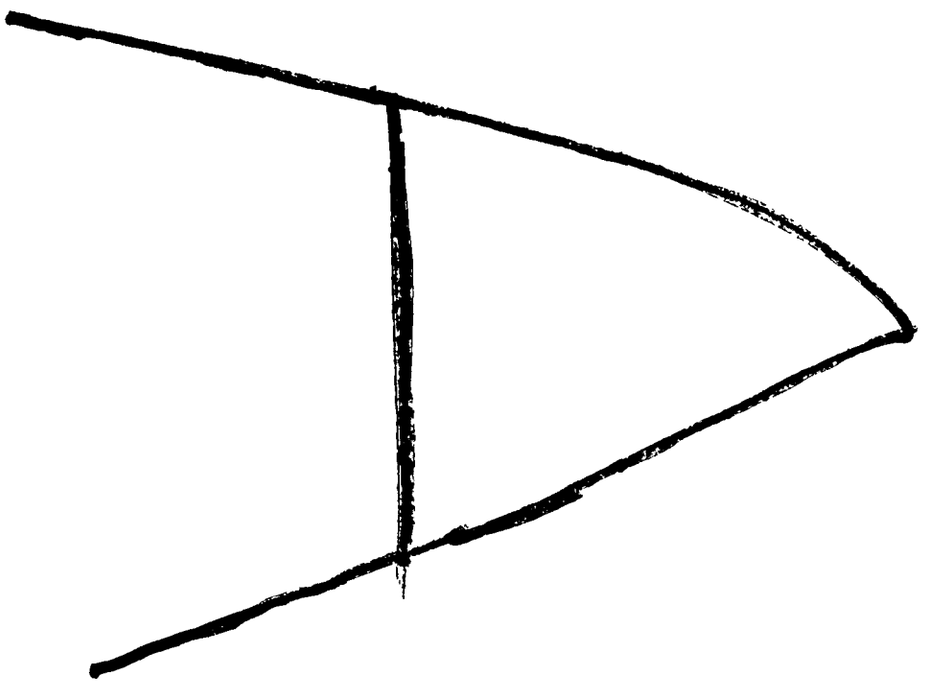
Sir, In reply, I have the honor to state that
the undersigned has no intention of resty
the work of the midwives referred to, to the
Quarter towns of Mulbagal and Goribid
if they can be paid travelling allowa
by Government or parties requiring he
services for attending to labour case
in the outlying villages

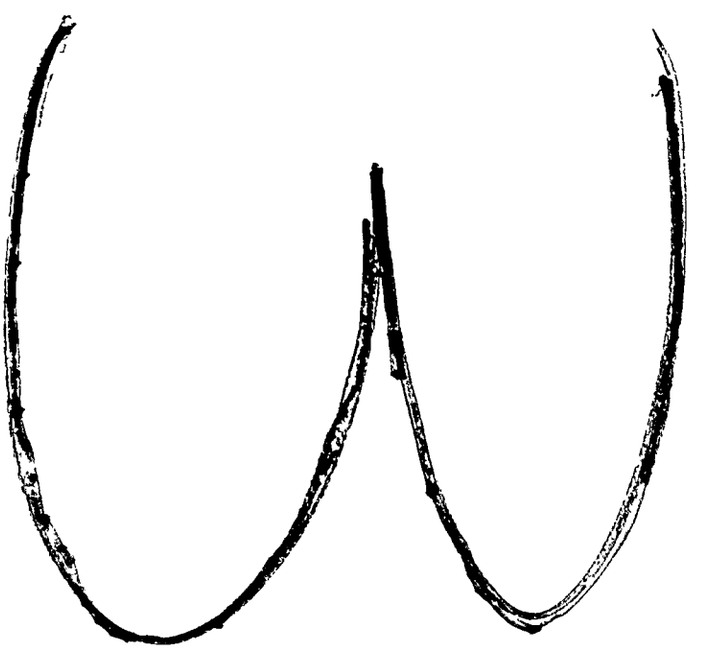
I have &c.
Lt. C. Madden
Deputy Commr
Kolar District

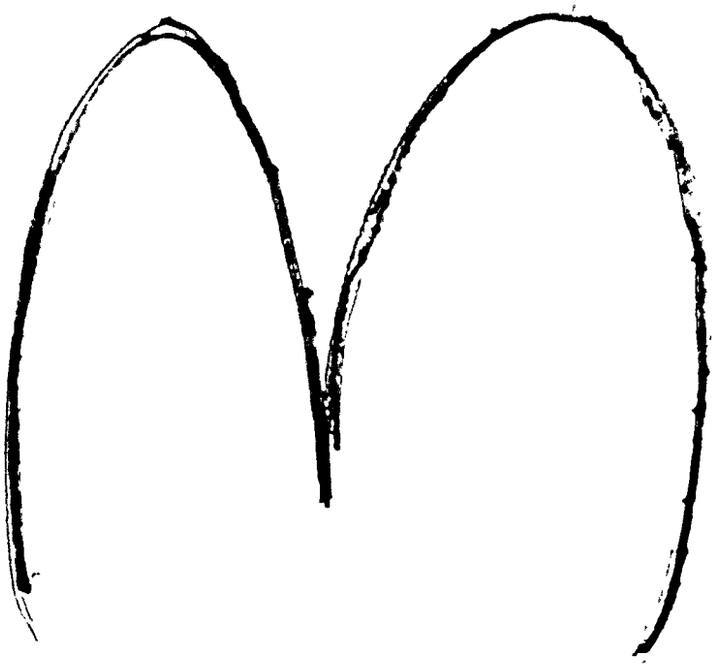
"True Copy"

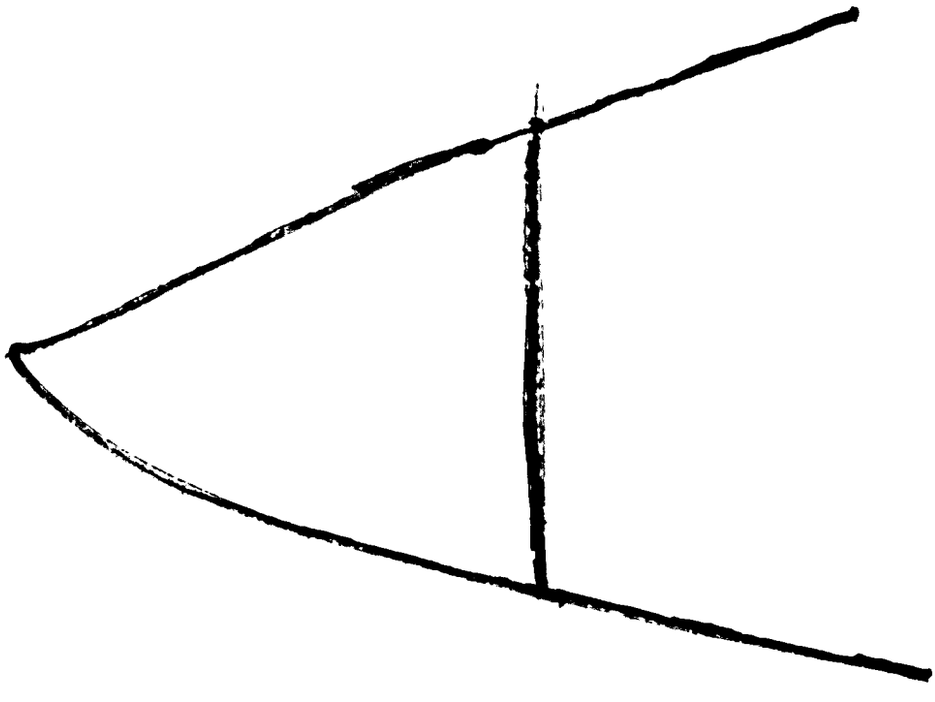
[signature]

Brigade-Surgeon-Lt-Colonel
Senr. Surgeon & Sanit Comm. Mysore Serv.









57

SECT. Municipal Pro

FILE No. Q 92

9

9X 1602

4629—40

J 55 93 22/12/93

Read letter from the Senior surgeon dated 18/4/93 No. 4588.

Govt resolve to issue orders on the points raised in the letter read above, in connection with the service of Medl officers employed in the several Talugs of the Province.

From Surgeon Shikarpur
390 8/13·10·93 L1077
324

From Bangalore
5380 2·11·93 L1215

2. Medl officers employed in Talugs are now placed at No ~~15 & No 20~~ 15 & 20, but in future the Senior Surgeon suggests that ~~Head~~ 3 Scales should be formed of No 15, 18 & No 20 for the Mandan, Asst. Medl officers & Medical Talug officers respectively in the same way as charge allowances are to Hospital assistants in charge of

Local Fund Dispensaries
with eight annas extra
for every case over ~~four~~ four
attended in a month
by a medical man in the
Mofussil proper, or
for every one over ~~four~~ four
free attended by a
Medical man in the Aber
Talleys together with
a Travelling allowance
at a reasonable rate.
The Presidency of Local
Fund Boards, & Municipalities
in the several Districts of ~~Bengal~~,
~~Behar, Chutia Nagpur, Orissa~~,
~~Assam~~, the Provinces accept
the principle of the suggestion
of the Senior Surgeon, that
some of them there or
smaller pay Items 11 & 20 ~~A & B~~
& 15, might be Distinct. — Govt
approve of the suggestion
of the Senior Surgeon,
& question the introduction
of the scale recommended
by ~~the Senior Surgeon~~ him
from 1st January 1894 —
Cost of the adoption
of the scale involved

~~He also suggests that the~~
~~medical profession to~~
~~attend the members of~~
~~prescribed~~

some of the ~~Dist~~ Provincial
Hospitals that instead of
8 annas, a fee of
12 annas might be
granted for the
number attended
over the ~~number~~ minimum
prescribed. —

A reduction of
pay of the any of
the existing members
& they do not accept
the change proposed
their pay should not
be reduced but they
will not also be entitled
to the additional
remuneration ~~if~~
offered for cases
attended in excess of
the prescribed number
If the midwives do
not attend the prescribed
number of cases &
they cannot satisfactorily
explain their omission
~~to the number~~ A
~~required~~ at the
discretion of the Presidents
of Local Fund Boards
& municipalities
They may draw a
mileage of 2 annas
per mile, when they travel
a distance of over 5
miles from their Head
Quarters, but they
shall not be allowed
to draw any batta
during their halts, Sea

all probably they
be hearted & accommodated
be fed by persons
on whom they attend

3. The employment
of midwives should
not be confined
to the Head Quarters
of the Talugs in which they
are employed. Their
services should be
available to the
people of the whole
Talug or Talugs for which they
have been employed.
Eventually it is the
intention of Govt. to
have at least one
midwife for each
Talug.

4. The Head Quarter
named by the Senior
Surgeon relates to
the general control to
be exercised over
the midwives. — He
thinks that the control
should be with the Senior
Surgeon & that he should
be competent to fine,
suspend, dismiss
or transfer a midwife

from one Taluq to another, or bring her into the Head Quarters for further training or to be kept under observation.

The Presidents of Local Fund Boards & Municipalities of Bangalore, Kolar, & Mysore are opposed to the control being vested in the Senior Surgeon, while the Presidents of the other Districts have no objection to the Senior Surgeon having control. — Govt consider that since the Midwives are paid entirely from the Municipal & Local Funds, the control must necessarily ~~vests with~~ vest in the Presidents of the Boards ~~where~~ who have greater opportunities of seeing whether the Midwives are conducting themselves properly or not, but in all important small

connected with the
control, they
required to consult
the Senior Surgeon
& be guided by his
advice — When they
fail to do so, the
Senior Surgeon is
at liberty to bring the
matter to the notice of
Govt. — Whenever
the Senior Surgeon
thinks that a Medicine
requires ~~further~~ to be
kept under observation
at the Head Quarters or
for further training, he
should suggest the same
to the Dr concerned
The fails to comply
with his request, bring
the matter to the notice
of Govt. —

4/19/93

For Chief Secy

Send this for the
approval of the Hon'ble
Dewan as it involves
a general question
of some importance

To
The Senior Surgeon
Dy Comrs of Distts and Presidents
of Municipal and L. F. Boards
& Controller

Proceedings of the Government of His Highness the Maharaja of Mysore, (Local Boards Branch—Municipal),—dated 7th September 1893.

READ :—

Letter from the Senior Surgeon dated 18th April 1893, No. 4588

No. 4629-40—L. F. 55-93, DATED, BANGALORE, 7TH SEPTEMBER 1893.

ORDER THEREON.—Government resolve to issue orders on the points raised in the letter read above, in connection with the service of midwives employed in the several Taluks of the Province.

2. Midwives employed in Taluks are now paid at Rs. 15 and 20, but in future the Senior Surgeon suggests that 3 scales should be formed of Rs. 15, 18 and 20 for the Maidan, semi-Malnad and Malnad Taluks respectively in the same way as charge allowances are granted to Hospital Assistants in charge of Local Fund Dispensaries, with eight annas extra for every case over four attended in a month by a midwife in the Malnad proper, and for every one over five attended by a midwife in the other Taluks, together with a Travelling allowance at reasonable rates. The Presidents of Local Fund Boards, and Municipalities in the several Districts of the Province accept the principle of the suggestion of the Senior Surgeon, though some of them think a smaller pay than Rs. 20 and 15 might suffice Some of the Presidents think that instead of 8 annas, a fee of 12 annas might be granted for the number attended over the minimum prescribed. Government approve of the suggestion of the Senior Surgeon, and sanction the introduction of the scale recommended by him from 1st January 1894. But if the adoption of the scale involves a reduction of the pay of any of the existing incumbents, and they do not accept the change proposed, their pay should not be reduced but they will not also be entitled to the additional remuneration offered for cases attended in excess of the prescribed number. If the midwives do not attend the prescribed number of cases, and they cannot satisfactorily explain their omission, they may be fined at the discretion of the Presidents of Local Fund Boards and Municipalities They may draw a mileage of 2 annas per mile, when they travel a distance of over 5 miles from their Head Quarters, but they should not be allowed to draw any batta during their halts. In all probability they will be boarded and accommodated by persons on whom they attend.

3. The employment of midwives should not be confined to the Head Quarters of the Taluks in which they are employed. Their services should be available to the people of the whole Taluk or Taluks for which they have been employed. Eventually it is the intention of Government to have at least one midwife for each Taluk.

4. The other question raised by the Senior Surgeon relates to the general control to be exercised over the midwives. He thinks that the control should be with the Senior Surgeon and that he should be competent to fine, suspend, dismiss or transfer a midwife from one Taluk to another, or bring her into Head Quarters for further training or to be kept under observation. The Presidents of Local Fund Boards and Municipalities of Bangalore, Kolar and Mysore are opposed to the control being vested in the Senior Surgeon, while the Presidents of the other Districts have no objection to the Senior Surgeon having the control. Government consider that since these midwives are paid entirely from the Municipal and Local Funds, the control must necessarily vest in the Presidents of the Boards. They have greater opportunities of knowing whether the midwives are conducting themselves properly or not, but in all important matters connected with the control they are required to consult the Senior Surgeon, and be guided by his advice When they fail to do so, the Senior Surgeon is at liberty to bring the matter to the notice of Government. Whenever the Senior Surgeon thinks that a midwife requires to be kept under observation at the Head Quarters or for further training he should suggest the same to the Deputy Commissioner concerned, and if he fails to comply with his request, bring the matter to the notice of Government.

T. ANANDA ROW,
Chief Secretary.

To—The Senior Surgeon and Sanitary Commissioner with the Government of Mysore.
The Deputy Commissioners of Districts and Presidents of Municipal and Local Fund Boards.
The Comptroller to the Government of Mysore

Exd.—A.N.S.